

Michigan Women's Commission

2005 Annual Report

*Improving the quality of life
for Michigan women*

Jennifer M. Granholm, Governor

Linda V. Parker, Director, Department of Civil Rights

Emma Bell, Chair

Gloria Woods, Vice Chair

Judy Karandjeff, Executive Director

STATUS OF WOMEN IN MICHIGAN COUNTIES

Research Overview

August 2005

This research overview describes the status of women in Michigan counties. It is a tool for grantseekers, policy makers and the general public. Five indicators were used to assess women's status: 1) political participation, 2) employment and earnings, 3) social and economic autonomy, 4) reproductive rights, and 5) health and well-being. The indicators were based on the indicators recommended by *The Status of Women in Your County: A Community Research Tool*, The Institute for Women's Policy Research. The Michigan Women's Commission compiled composite data in each of these subject areas and ranked the counties in quartiles – high, medium-high, medium-low and low.

Demographics

Overall demographic information for Michigan women shows that 50.8 percent of the population is female. Of the female population, 78 percent identify as white, 17.3 percent identify as Hispanic or Latino, 14.5 percent identify as Black or African American, 3 percent identify as two or more races, 0.6 percent of women identify as American Indian or Alaska Native, and 0.03 percent identify as Native Hawaiian and Other Pacific Islander. Regarding marital status, 53 percent of women, aged 15 and older, are married; 25 percent have never been married; 11 percent are divorced; and 10 percent are widowed.

Map 1 – Overall County Ranking on the Status of Women

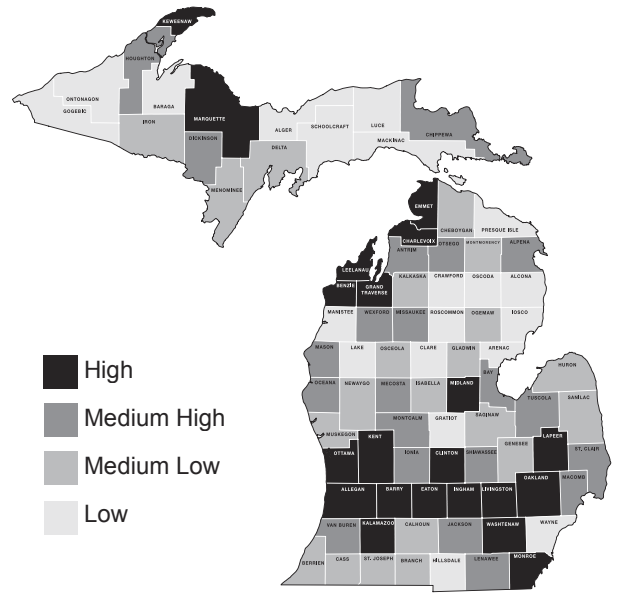


Table 1 – County-by-County Ranking

County	Political Participation Rank	Employment & Earnings Rank	Social & Economic Rank	Health & Well-Being Rank	Reproductive Rights Rank	Total Overall Rank	Quartile
Alcona	10	71	27	69	82	66	4
Alger	81	54	25	75	6	74	4
Allegan	27	17	31	8	34	18	1
Alpena	38	56	68	50	12	42	2
Antrim	7	77	13	56	61	40	2
Arenac	45	80	76	61	78	78	4
Baraga	80	59	54	81	19	82	4
Barry	13	6	7	26	15	8	1
Bay	16	45	32	57	24	28	2
Benzie	4	43	26	40	48	17	2
Berrien	50	32	36	62	80	62	3
Branch	71	46	61	29	65	63	3
Calhoun	56	15	38	66	67	46	3
Cass	70	37	28	37	71	52	3
Charlevoix	11	34	41	43	5	19	1
Cheboygan	61	73	66	39	17	45	3
Chippewa	46	18	55	15	3	24	2
Clare	54	75	81	67	74	77	4
Clinton	8	2	3	2	16	3	1
Crawford	76	57	71	5	76	70	4
Delta	51	60	37	68	73	61	3
Dickinson	35	55	39	55	41	36	2
Eaton	28	4	5	7	14	7	1
Emmet	9	8	21	27	8	10	1
Genesee	34	35	40	65	75	54	3
Gladwin	23	69	57	46	68	56	3
Gogebic	68	52	43	83	63	76	4
Grand Traverse	5	10	8	35	26	9	1

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STATE OF MICHIGAN

MICHIGAN WOMEN'S COMMISSION
LANSING

JENNIFER M. GRANHOLM
GOVERNOR

JUDY KARANDJEFF
EXECUTIVE DIRECTOR

The Honorable Jennifer Granholm
State of Michigan
Lansing, Michigan 48909

January 5, 2006

Dear Governor Granholm:

We are pleased to submit to you the 2005 Annual Report of the Michigan Women's Commission highlighting the commission's achievements in the calendar year of January 1, 2005 to December 31, 2005.

According to the *Status of Women In Michigan Counties*, conducted by the Michigan Women's Commission and James A. & Faith Knight Foundation, we still have more work to do to increase the status of women at the local level. Using five indicators to assess women's status: 1) political participation, 2) employment and earnings, 3) social and economic autonomy, 4) reproductive rights, and 5) health and well-being, of the 83 counties, Livingston and Washtenaw ranked the highest.

During 2005, the Michigan Women's Commission worked to accomplish our statutory goals. In so doing, we helped to improve the quality of life for Michigan women by:

1. Increasing the networking opportunities of women;
2. Improving the health and safety of Michigan women;
3. Increasing the public profile and identity of the Michigan Women's Commission as a resource for women;
4. Hearing from Michigan women about their concerns and priorities, and;
5. Researching the status of Michigan women.

The Commission's actions were guided by Public Act 1 of 1968.

On behalf of the Commissioners and staff, we express our appreciation for your commitment to improving the quality of life for Michigan women, especially with the issuance of your Women's Agenda. We would also like to recognize the support of many state agencies, the Legislature, the partnership of numerous community organizations, and the assistance of the media in furthering the mission of the Michigan Women's Commission. We look forward to continuing our work in 2006.

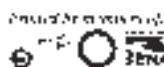
Sincerely,

Emma Bell
Chair

Gloria Woods
Vice Chair

Judy Karandjeff
Executive Director

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Mission:

The Michigan Women's Commission works to improve the quality of life for Michigan women.

Vision:

Women creating leadership and partnership for change on issues that matter.

Commission History:

In 1961, President John F. Kennedy established the President's Commission on the Status of Women. Eleanor Roosevelt served as chair of this historic commission. Similarly, in Michigan, Governors Swainson and Romney created and supported governors' commissions on the status of women in the early 1960's. In 1968, the Michigan Legislature enacted Public Act 1, statutorily creating the Michigan Women's Commission as an on-going body.

During its 36-year history, the Commission has worked on the following issues of concern to Michigan women:

- Child care
- Child support
- Domestic violence
- Economic independence
- Education
- Elder care/abuse
- Employment
- Equality
- GHB, club and rape drugs
- Health care
- Older women's issues
- Pay equity
- Personal protection orders
- Personal safety
- Pregnancy and prenatal care
- Recognition of women's accomplishments and contributions
- Self esteem
- Sexual assault
- Stalking
- Substance abuse/treatment of women
- Women and technology

Commission Structure:

The Michigan Women's Commission was established by Public Act 1 of 1968. It consists of 15 members broadly representative of numerous fields of interest to women. The Governor, with the advice and consent of the Senate, appoints 15 members to the Commission for terms of three years. The Governor also designates a chair and a vice chair from members of the Commission. The directors of the following state departments, or their representatives, are ex officio members of the Commission: Civil Service, Labor and Economic Growth, Education, and Human Services. In addition to the 15 voting members, and four ex officio members, liaisons from other state departments and from the Governor's office are appointed by their respective department heads. The participating state agencies include the Department of Agriculture, Office of the Attorney General, Department of Civil Rights, Department of Community Health, Office of Services to the Aging, Department of Corrections, Department of Environmental Quality, Department of Labor and Economic Growth, Department of Management and Budget, Michigan Economic Development Corporation, Michigan State Police, Department of Natural Resources, Department of State, and Department of Treasury. The Governor also appoints the Executive Director of the Michigan Women's Commission.

POWERS AND DUTIES

As prescribed in Public Act 1 of 1968, the Commission shall:

1. *Stimulate and encourage throughout the state the study and review of the status of women;*
2. *Strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers and workers;*

3. *Recommend methods of overcoming discrimination against women in public and private employment and civil and political rights;*
4. *Promote more effective methods of enabling women to develop their skills, continue their education, and to be retrained;*
5. *Make surveys and appoint advisory committees in the fields of, but not limited to, education, social services, labor laws and employment policies, law enforcement, health, new and expanded services, legal rights, family relations and volunteer services; and*
6. *Secure appropriate recognition of women's accomplishments and contributions to this state.*

FUNDING

The Commission may accept federal funds granted by Congress or Executive Order for all or any of the purposes of this act as well as private gifts and donations from individuals, private organizations, or foundations, provided that the acceptance of federal funds commits no state funds and places no obligation upon the legislature to continue the purposes for which the funds are made available.

COOPERATION OF EXECUTIVE DEPARTMENTS AND AGENCIES

The Commission shall have the full cooperation of all executive departments and agencies of the state in the performance of its duties.

ANNUAL REPORTS AND RECOMMENDATIONS

The Commission shall submit an annual report to the Governor including recommendations based on its studies.

RULES AND RECOMMENDATIONS

The Commission shall have no authority to promulgate rules and regulations.

LAWS AND EXECUTIVE ORDER

In 1991, Governor John Engler issued Executive Order 1991-29. The Executive Order moved by a Type 1 transfer the Michigan Women's Commission from the Department of Management and Budget to the Michigan Department of Civil Rights. In the Executive Order it states that (1) all the statutory authority, powers, duties, functions and responsibilities of the Michigan Women's Commission are transferred to the Director of the Department of Civil Rights and (2) the Director of the Department of Civil Rights shall administer the assigned functions so as to promote efficient administration.

The Michigan Women's Commission is a Type I agency. According to PA 380 of 1965:

Sec. 3.

(a) Under this act, a type I transfer means the transferring intact of an existing department, board, commission or agency to a principal department established by this act. When any board, commission, or other agency is transferred to a principal department under a type I transfer, that board, commission or agency shall be administered under the supervision of that principal department. Any board, commission or other agency granted a type I transfer shall exercise its prescribed statutory powers, duties and functions of rule-making, licensing and registration including the prescription of rules, rates, regulations and standards, and adjudication independently of the head of the department. Under a type I transfer all budgeting, procurement and related management functions of any transferred board, agency or commission shall be performed under the direction and supervision of the head of the principal department.

There are also Attorney General Opinions, #4479 of 1966 and # 5329 of 1978, which further discuss this act.

EXPENDITURES FOR MICHIGAN WOMEN'S COMMISSION

October 1, 2004 – September 30, 2005

Budgeted Items	2005 Actual Expenses
Salaries/Fringes	\$205,744
Operating Expenses	\$ 36,007*
Travel	\$ 8,762
Computer Services	\$ 1,836
Rent	\$ 42,559
Discretionary Budget	\$ 15,250
Total	\$294,908

* Includes \$14,402 for mailing and \$15,382 for printing.



Emma Bell



Gloria Woods



Gail Glezen



Pat Hardy



Maria Ladas Hoops



Sally Shaheen Joseph



Patricia Lowrie



Emily Stoddard Malloy



Alexandra Matish



Anne Norlander



Brenda Jones Quick



Denise Radtke



Judy Rosenberg



Cheryl Sugerman



Joyce Watts

COMMISSIONERS

Emma Bell, Chair - Detroit
 Gloria Woods, Vice Chair - Bay City
 Gail Glezen - Sault Ste. Marie
 Patricia Hardy - Bloomfield Hills
 Maria Ladas Hoopes - Muskegon
 Sally Shaheen Joseph - Flint
 Patricia Lowrie - Okemos
 Emily Stoddard Malloy - Haslett
 Alexandra Matish - Ann Arbor
 Anne Norlander - Battle Creek
 Brenda Jones Quick - Traverse City
 Denise Radtke - Plymouth
 Judy Rosenberg - Birmingham
 Cheryl Sugerman - Ann Arbor
 Joyce Watts - Allegan

EX OFFICIO MEMBERS

Deanna Hopkins - Department of Civil Service
 Norene Lind - Department of Labor & Economic Growth
 Roberta Stanley - Department of Education
 Jocelyn Vanda - Department of Human Services

LIAISONS

Sophie Baker - Department of Civil Rights
 Maxine Berman - Office of the Governor
 Amy Butler - Department of Environmental Quality
 Karla Campbell - MI Economic Development Authority
 Patty Cantu - Department of Labor & Economic Growth
 Alethia Carr - Department of Community Health
 Karen Carroll - Office of Services to the Aging
 Beth Emmitt - Department of State
 Jenifer Esch - Department of Attorney General
 Cynthia Faulhaber - Department of Treasury
 Sgt. Michele Hernandez - Michigan State Police
 Bridget Medina/Monique Field - Department of Management & Budget
 Patricia Stewart - Department of Natural Resources
 Heidi Washington - Department of Corrections
 Christine White/Briget Medina - Department of Agriculture

STAFF

Judy Karandjeff - Executive Director
 Elizabeth Thompson - Program Specialist

INTERNS

The Michigan Women's Commission was fortunate to have three interns during 2005. We thank them for their hard work and the dedication they have provided.

Lillian Davidson – The University of Michigan

Bethany Andorfer – Michigan State University

Michelle Stephenson – Michigan State University

Commission Goals and Strategies

Since May 2003, the Michigan Women's Commission (MWC) has been gathering information on issues of concern to women in Michigan to establish and drive our women-led agenda to improve the quality of life for Michigan's women. We held a networking meeting and hearing attended by representatives from 100 organizations in September 2003, and we conducted a survey on women's issues through our statewide newsletter and through women's organizations. We held three public hearings in Detroit, Grand Rapids and Lansing in 2004, and we participated in the *Status of Women in Michigan* report issued in 2004 by the Institute of Women Policy Research and funded by the Nokomis Foundation. In 2005, we held another public hearing in Traverse City and completed the *Status of Women in Michigan Counties*.

The Michigan Women's Commission met three times in 2005:

March 10, Lansing

June 9, Traverse City with a public hearing.

September 14, Lansing

In 2002, the Michigan Women's Commission implemented a three-year strategic plan. The strategic plan identified a mission statement and operational structure which provided a framework for the accomplishment of the goals of the Commission. The four goals identified in the plan are as follows:

- 1) to increase economic independence of women,
- 2) to improve health and safety of women,
- 3) to prevent discrimination against women, and
- 4) to increase the public profile and identity of the Michigan Women's Commission as a resource for Michigan women.

Objectives and strategies for meeting the four goals are detailed in the three-year strategic plan. The Michigan Women's Commission with its 15 members appointed by the Governor and ex officio members or liaisons from 18 state departments, has established seven task forces. The task forces are: affirmative action, domestic violence, gender equity/education, pay equity/economic development, unintended pregnancy, senior women and substance abuse to carry out its goals and objectives.

The over-arching achievement is the publication of Governor Jennifer Granholm's agenda on August 26, Women's Equality Day, developed from the MWC's networking meetings, public hearings and status reports. See below the text:

A Message from Governor Jennifer M. Granholm

Celebrating the 85th Anniversary of Women's Suffrage

Dear Friends:

We've certainly come a long way in 85 years, but while we celebrate our accomplishments, we should also redouble our efforts to insure that women and their families have access to good jobs, quality health care and better representation in government. I want to share with you some of the things my administration has done and some of the things we continue to work on and support. Your efforts and your voices are critical to achieving our shared values and goals. I look forward to continuing to work with you on them.

Sincerely,

Jennifer M. Granholm

Providing women with meaningful **Economic Opportunities** is critical to insuring that they and their families can enjoy all of the benefits that our society has to offer.

Here's what we've done

- Supported enforcement of equal pay for equal work laws.
- Ensured that every state department, where possible, has policies to support flex time and part time workers so they can be successful in their various roles.
- Supported the "Cool Places to Work" competition of First Gentleman Dan Mulhern, Crain's Detroit Business and the American Society of Employers to recognize Michigan businesses and organizations that have created a family-friendly work environment that allows people to thrive.
- Created a new non-profit public corporation, Michigan Early Childhood Investment Corporation (ECIC), to coordinate state and local efforts to promote early childhood development activities in Michigan. The

program will provide opportunities to stimulate and feed children's minds by providing every child the opportunity for high-quality education and care.

- Asked the federal government for an increase in the allowable post-secondary education activities as part of the TANF requirements to help women and men attain higher paying employment.
- Supported the Office of Career Development's programs to introduce students to career options representative of all career pathways.

Here's what still needs to be done

- An increase in the minimum wage.
- Protect fair affirmative action policies in employment, education and contracting.
- Prevent changes in the Social Security program that adversely impact women who rely on this safety net.
- Establish an Office of Women and Work within the Department of Labor and Economic Growth to gather data, assist women wanting to start a business and to provide employers with information and resources to help them comply with equal pay requirements.
- Oppose further restrictions in the Temporary Assistance for Needy Families (TANF) program.
- Oppose weakening Title IX.

Protecting our Health is also key to protecting our futures.

Here's what we've done

- Appointed the nation's first Surgeon General and Chief Nurse to emphasize preventive health and highlight ways girls and women can engage in healthy lifestyles.
- Created a Blueprint for Preventing Unintended Pregnancies that includes increased access to family planning services for low income women, contraceptive

equity—fairness at the pharmacy—for men and women and a new pilot program, “Talk Early, Talk Often,” designed to offer parents help in talking with their middle school-age children about abstinence and sexuality issues.

- Protected a women's right to choose.
- Promoted the safety, physical and economic well-being and empowerment of victims of domestic violence, sexual assault and stalking.

Here's what needs to be done

- Legislation to give victims of crime, such as domestic violence, means to maintain an independent source of income while participating in the criminal justice process.
- Insuring that all health plans in Michigan offer coverage for all necessary and preventive and diagnostic screenings, breast and cervical exams and health and wellness education, such as are available for mammograms.
- Establish a Task Force on Cervical Cancer to raise public awareness about cervical cancer and HPV as well as identifying new opportunities to eliminate this preventable disease.

Opening doors to **Political Participation** means opening doors to every aspect of our society. Michigan has a woman Governor and a woman U.S. Senator, but the number of women in the Michigan legislature has in fact declined. And there's more to this than holding office.

Here's what we've done

- The Michigan Women's Commission working with the National Women's Political Caucus, the League of Women Voters, and other organizations will provide training to help women run for political office and participate in campaigns beginning in the fall of 2005.
- The Michigan Women's Commission and the Women's Resource Center at MSU will be hosting a “Young Women, Strong

Leaders” conference in the spring of 2006 to support mentoring programs for women of tomorrow. This also reflects the Mentor Michigan program headed by First Gentleman Dan Mulhern which ensures that all of our youth have ongoing relationships with stable, caring adults.

- Created a government of inclusion: 22 of the 44 policy leaders in my administration, including department directors, are women.

Here's what still needs to be done

- Election reform proposals such as no reason absentee voting.
- Development and use of a model women's history curriculum as a resource for schools to encourage girls and women to be in leadership positions.

Goal I. Increase the Economic Independence of Women

1. Affirmative Action Task Force:

Background:

Affirmative action remedies past discrimination, fights present-day discrimination, and promotes diversity in our society. The U.S. Supreme Court agrees affirmative action is necessary, because “in order to cultivate a set of leaders with legitimacy in the eyes of the citizenry, it is necessary that the path to leadership be visibly open to talented and qualified individuals of every race and ethnicity” (Supreme Court majority opinion in *Grutter v. Bollinger*, 2003).

According to *The Status of Women in Michigan Counties*, disparities in annual incomes continue to persist. Oakland county has the highest median annual income for women, \$35,890, followed by Washtenaw at \$33,598. The lowest median annual income, \$19,999, is in Montmorency. In every county, women's median income is less than men's. In 11 counties, the median annual income for women was under \$21,000.

Strategy:

MWC voted to support the concept of affirmative action in 2003. The commission members are actively working to educate women about the importance of affirmative action programs. To that end, MWC co-sponsored the "Michigan Women's Summit 2005: The Challenge to Equity" event that was held at three locations and teleconferenced on Friday, March 11, 2005. Over 500 people attended the summit which highlighted the importance of affirmative action programs for women.

On Wednesday, May 18, chairs of the House Oversight Committee, Representative Leon Drolet (R, Clinton Township) and House Appropriations General Government Committee, Representative Daniel Joseph Acciavatti (R, New Baltimore) convened their committees for the purpose of a "Hearing on Michigan Department of Civil Rights, Michigan Civil Rights Commission, and Women's Commission and their involvement in political campaigns." The Michigan Women's Commission's Executive Director was questioned about the use of state funds when she reported in the Winter 2003 newsletter the unanimous position taken by the Michigan Women's Commission at its October 2003 meeting in opposition to the prospective anti-affirmative action ballot proposal. On May 19, 2005, Representative Leon Drolet sent a letter to Thomas McTavish, Auditor General, asking him to investigate the activities of the Michigan Department of Civil Rights, the Michigan Civil Rights Commission and the Michigan Women's Commission. On December 28, 2005, the Office of the Auditor General, an arm of the Legislature, concluded that the publication of the article was consistent with the Michigan Women's Commission's authority and no violation had taken place.

2. Pay Equity/Economic Development Task Force:

Background:

Pay equity has been the most highlighted issue for women in Michigan.

Michigan ranks 49th – tied with Alabama – on pay equity, the ratio of women's to men's earnings for full-time, year-round work. Nationally, women's median annual earnings in 2002 for full-time, year-round employed women were \$30,100, only 76.2 percent of what men earn. Women in Michigan make 66.7 cents for every dollar their male counterparts earn - the second biggest gap in the country. The median annual earning for full-time, year round workers in Michigan was \$30,900 for women and \$46,400 for men.

In 2002, nationally, the proportion of women aged 16 and over in poverty was 12.1 percent, and 8.7 percent for men.

Improvements can be achieved by these actions:

- Federal, state and local governments can strengthen their enforcement of equal opportunity law.
- Businesses can regularly evaluate their wage and promotion practices to ensure that men and women of all races and ethnicities are fairly compensated for their work.
- Employers can actively recruit women into predominantly male jobs which have higher pay scales.
- Federal, state and local governments could improve educational and job training opportunities for women.
- We can all encourage increased educational attainment for all women.

Strategy:

MWC has formally voted to support the pay equity legislation introduced in the House and Senate last session. The legislation goes further than the laws for equal pay for equal work by addressing the issue of women and men performing work of equal skill, effort and responsibility and being paid equally. Michigan already has a law requiring equal pay for equal work.

MWC has published a brochure on pay equity to help women learn more about the issue. We also have worked with the Department of Civil

Rights and published a new brochure on women's rights in the workplace.

In 2005, MWC worked with the James A. & Faith Knight Foundation to conduct "The Status of Women in Your County: A Community Research Tool" in all of Michigan's 83 counties. The complete report is available on our web site. It provides comparable information on every county and allows us to compare counties with state and national studies in the areas of demographics, political participation, employment and earnings, social and economic autonomy, reproductive rights, and health and well-being.

Other issues that have been highlighted at the public hearings include the need for affordable child care and raising the minimum wage.

Goal II. Improve the Health and Safety of Women

1. Senior Women Task Force:

Background:

According to the National Council of Women's Organizations' Task Force on Women and Social Security 1999, many women are economically disadvantaged in their old age and are expected to continue to be. In 1999, 10.8 percent of women aged 50 and older were living in poverty, compared with 7.1 percent of men aged 50 and older in the United States. In Michigan, 9.8 percent of women and 6.4 percent of men aged 50 and older were living in poverty. Both rates were lower than national averages. In Michigan, women constitute 57.3 percent or 914,235 of those aged 60 and older.

Strategy:

Judy Karandjeff serves on the Advisory Committee for the Office of Services to the Aging. In addition, the Office of Services to Aging prepared for the Michigan White House Conference on Aging, held in June 2005.

Through the hearings, MWC has become aware of the need for portable pensions, the effect of pay inequity on social security and pensions and the need for more programs using a continuum of care permitting senior women to live in their own homes.

2. Substance Abuse Task Force:

Background:

Women in Michigan engage in somewhat worse health habits than women nationally, according to *The Status of Women in Michigan*. The percent of Michigan women who engage in binge drinking (five or more alcoholic beverages at one time during the past month) is much higher than the median for all states (9.9 and 7.0, respectively). In Michigan, 1,081,930 males and 528,585 females are in need for substance abuse treatment based on 2000 figures. The percent of Michigan adult women who smoke, 24.5 percent, is also higher than the median for all states, 21.3 percent.

Strategy:

The MWC Task Force continued to distribute brochures on drug abuse.

At the hearings, MWC heard about the need for more funding and access to substance abuse treatment programs targeted to women.

3. Unintended Pregnancy Task Force:

Background:

In 2000, 41.2 percent of pregnancies were unintended. Currently in Michigan, more than six of every ten babies born to families on Medicaid are unintended, compared to three in ten in families not on Medicaid. The cost of each birth (prenatal care, delivery, and first year child care) to Medicaid is approximately \$11,000, according to the Michigan Department of Community Health. The greatest number of unintended births are

to women ages twenty to twenty-nine, 30,279 births of 71,989 in 2000 (42 percent).

Strategy:

The MWC Task Force prepared a paper available on our web site on the status of unintended pregnancy.

At our hearings, MWC was urged to support reproductive rights including adequate funding for family planning, access to abortion, comprehensive sexuality education, access to early prenatal care and contraceptive equity.

Governor Jennifer Granholm prepared an agenda for reducing unintended pregnancies which was announced in July 2005. The Granholm Administration's Blueprint for Preventing Unintended Pregnancies includes three major initiatives: increased access to family planning services for low income women, contraceptive equity for men and women, and a new pilot program entitled, "Talk Early, Talk Often." "Talk Early, Talk Often" is designed to offer parents of middle school children a resource for talking with their middle school-age children about abstinence and sexuality issues.

4. Domestic Violence:

Background:

Only in the late 1970s was domestic violence acknowledged as a public policy concern, and MWC took an important lead on this issue. Michigan funds 45 domestic violence shelters for 83 counties. Most of the shelters are operated under local auspices with some state funding subsidy. In fiscal year 2002, 103,377 nights of shelter in the 45 Michigan domestic violence shelters were provided to adults as well as 129,264 nights of shelter for children. In fiscal year 2002, there were 5,000 denials at shelters due to full capacity. Domestic violence shelters provide both residential and non-residential services. In FY 2002, the number of unduplicated residential women served was 6,001. The number of unduplicated residential

children served was 6,909. The number of unduplicated non-residential women served was 15,708. The number of unduplicated non-residential children served was 4,132. The average age of women coming to a shelter was 32 years old with an average of 2 children. According to the Michigan Uniform Crime Report, in 2002, 53,633 domestic violence offenses were reported.

In Michigan, 40 percent of women have experienced some form of sexual violence, ranging from unwanted touching to forcible rape, since the age of 16. According to the Michigan Uniform Crime Report, in 2002, 5,438 rape offenses were committed in Michigan. In 30 percent of the cases, the offender was an acquaintance/friend or neighbor.

Strategy:

At our hearings, MWC heard from numerous organizations and individuals regarding the need for more work on domestic violence and sexual assault programs.

We prepared a brochure that is available on our web site. The materials provide a comprehensive resource on the issue.

Goal III. Prevent Discrimination Against Women

Gender Equity/Education Task Force:

Background:

In Michigan, 83.3 percent of women age 18 and older have completed high school in 2000. This is a significant increase from 1980 when 70 percent completed high school and in 1970 when 54 percent completed high school.

In 2000, 6.3 percent of Michigan women age 18 or older had obtained graduate or professional degrees, 12.4 percent had bachelor's degrees, 7.2 percent had associate's

degrees, 25.5 percent had some postsecondary education, 31.6 percent had graduated from high school or its equivalent. 16.6 percent of Michigan women, however, had not obtained a high school degree or its equivalent.

Women make up the majority of students in Michigan institutions. The enrollment data for 1999-2000 in Michigan public and private four-year colleges and universities and professional schools, according to the National Center for Education Statistics:

Female full and part-time undergraduate enrollment – 164,449 or 57 percent

Female full and part-time graduate and professional enrollment – 47,128 or percent

In the 2001 school year, Michigan women made up 94 percent of the paraprofessional personnel in the K-12 school system, 74 percent of the teaching personnel, and 48 percent of the school administrators. Women are a significant force in elementary and secondary school education, making up 76 percent of the total personnel. (CEPI-MEIS)

Strategy:

The MWC Task Force has worked with Roberta Stanley, Michigan Department of Education, and Patti Cantu, Michigan Department of Labor and Economic Growth, to provide additional statewide trainings for school personnel on Title IX of the 1972 Education Amendments.

MWC heard numerous requests for changes in the Temporary Assistance for Needy Families (TANF) program in order to allow women more opportunities for education to meet their work requirements. The Lt. Governor's Commission on Higher Education & Economic Growth recommends "linking economically disadvantaged individuals to adult basic education, ESL (English as a Second Language), and occupational training and education focused on postsecondary degree completion for TANF recipients."

Goal IV. Increase the Public Profile and Identity of the Michigan Women's Commission as a Resource for Women

Strategy:

The MWC staff has been working to become a resource hub for women's organizations throughout the state. We compiled a 2005 calendar of women's events on our web site. We maintain a web-based resource directory, providing information links in the key areas of employment, health, advocacy, families, money, education and voting.

MWC held a fourth public hearing in Traverse City. A summary of testimony follows.

The Business & Professional Women of Michigan, Coalition of Labor Union Women, Godchaux Safford Group, Grand Valley State University, League of Women Voters of Michigan, Michigan Council of YWCAs, Michigan Women's Campaign Fund, Michigan Women's Commission, National Organization for Women, Michigan Chapter, National Women's Political Caucus of Michigan, Oakland Community College, Planned Parenthood Affiliates of Michigan, Women Officials' Network, with a coalition of other organizations initiated *Run, Girl, Run* workshops. These non-partisan workshops are designed to inspire and support women to prepare for public office in an informal and supportive setting. The workshops provide women the tools needed to get ready to run a campaign and serve in public office. We held one in Lansing on September 23 and 24th, and another in Grand Rapids on October 21 and 22. Approximately 70 people participated. A third one is scheduled for January 20 and 21, 2006, in Farmington Hills.

MWC updated a database of 800 women's organizations around the state available on our website.

MWC publishes a quarterly newsletter that goes to over 13,000 people to highlight women's issues.

Commissioners and others attended the Michigan Women's Studies Association 22nd Annual Awards Dinner and Induction Ceremony of the MI Women's Hall of Fame.

MWC participated in the Department of Labor and Economic Growth's award ceremony for students in secondary and community college programs that are in non-traditional careers.

The Commissioners and staff gave speeches to numerous community organizations and professional groups.

MWC responded to hundreds of requests for information and pamphlets throughout the year. MWC created two new publications this year, "Starting a Business" and "Pay Equity" brochures. Information about MWC publications is available at www.michigan.gov/mdcr.

MWC tabled MWC materials at conferences.

MWC staff presented workshops at the Michigan Women's Studies Association annual conference.

During Women's History Month, MWC co-hosted a celebratory luncheon in Lansing for state employees, honoring women's achievements.

MWC so-sponsored a National Women's History project publication honoring the 85th anniversary of women's suffrage.

Judy Karandjeff was active in the national organization of women's commissions, the National Association of Commissions for Women, and serves on the board of directors as a regional representative.

The Michigan Women's Commission co-hosted a seminar on "Medicaid and Women."

Several commissioners had letters published in various newspapers on different subjects, including Domestic Violence Awareness Month.



Commissioners (from left to right) Malloy, Glezen, Norlander, Watts and Joseph bear testimony in Traverse City.

SUMMARY OF HEARING – TRAVERSE CITY – 6/9/2005

Testimony Presented:

1. Cecil McNally – Goodwill Industries of Northern Michigan – no written testimony

Noted that they served 407 last year in the homeless shelter. There has been a 55% increase in five years. More single moms and kids needing shelter. 39% of those provided services are children, with an average age of 9 years. The service-driven economy in northern Michigan puts people at the edge of homelessness.

2. Jacqueline Hexham, RSW – written testimony

Problem exists in the policy and practice of removing babies born to non-violent incarcerated women in the State of Michigan. Approximately 6% of all women entering prison nationwide are pregnant. There are approximately 150 women entering Michigan prisons each year at some stage during their pregnancies. The Michigan policy causes devastation for families. There are alternatives, such as prison nurseries, successfully used in other states.

3. Irene Brown – Traverse City Branch American Association of University Women – written testimony

Concentrated on two issues: environmental issues and health care issues. AAUW supports domestic and international policies for the prevention and control of environmental pollution, especially in the area of water pollution. Recommended reviewing the report www.environmentalintegrity.org. AAUW supports access for all to reliable and user-friendly healthcare delivery systems. Noted the need for Medicare reform and to publicize National Women's Check-Up Day, May 9. Access to health care needs to be addressed.

4. Maggie Sprattmoran – Leelanau Children's Center – written testimony

Child care issues are critical. Child care is of uneven quality, often inaccessible and unaffordable. Recommended actions: support recommended changes in licensing rules, decrease child day care licensing consultant caseloads, increase child day care reimbursement rates to 100% of the current market rate, reimburse by the week, enact rated reimbursement to provide incentives for

quality, allow child day care eligibility guidelines to include parents attending school, increase funding for the Mi School Readiness Program, fully fund all 0-3 programs, and fully fund Great Start programs.

5. Bonnie Willings – Grand Traverse City Tobacco-Free Coalition

Concerned about the messages in the media about tobacco. Encouraged commission to including warnings and information about the dangers of smoking in educational information distributed. Local programs training high school students to talk to middle school students about the dangers of tobacco have been effective.

6. Jan Bassett – Business & Professional Women/MI Michigan Women in Municipal Government – written testimony

Concern about the loss of local revenue sharing from the state budget, and the impact of its loss on local communities. Local community governments have lost over one billion dollars in the past three years. Expressed concern about the lack of child care. In northern Michigan there is a need for seven-day, 24-hour child care. Need to recruit providers to northern Michigan and educate the caregivers.

7. Pam Ward – Northwest Michigan 4C Council – written testimony

The most important issues facing women is finding appropriate child care services. We need quality, affordable and accessible child care. Michigan has substandard licensing rules and ranks lowest of all states in training requirements for child care providers. State day care assistance payments are being reduced. There is a lack of infant care, and evening and weekend care for children.

8. Geradine Simkins, CNM, MSN – Healthy Start Project - written testimony

Asks that Maternal and Child Health programs be designed and implemented to address special needs for Native families. American Indian babies have higher infant mortality and SIDS than White American babies. Need to increase access to quality care and ask Native Americans to help with the design and implementation of new programs, to ensure they are culturally appropriate and effective.

9. Geradine Simkins, CNM, MSM – Midwives Alliance of North America – written testimony

Concern expressed about the increasing percentage of Cesarean sections, 27.6%, performed in the United States. Often Cesarean sections are performed without medical indication. In addition, the rate of Vaginal Birth After Cesarean (VBAC) has decreased 63% since 1996. The Midwives Alliance of North America supports the use of abdominal surgery for delivery as a life-saving measure to be used only when the anticipated benefits clearly outweigh the known risks of the surgery itself.

10. Nancy Rankin – self – written testimony

Need to help women have access to health insurance. Approximately 294,500 women workers in Michigan have no health insurance. Without health insurance, women do not get needed health care. She herself is an example, as she has breast cancer and is not eligible for Medicaid. Therefore, she is forced to go without treatment for her breast cancer.

11. Patricia J. Bauer, MSN, RNC, Nurse Practitioner – written testimony

Concerned about the growing number of women without health insurance who are not obtaining necessary health care. Nearly one in ten women receives coverage through Medicaid. Women often don't have employer-based health care. She is concerned that changes in Medicaid eligibility could hurt women. Also supports contraceptive equity and contraception education for minors.

12. Mary O'Connor – Miracle Manor- written testimony

Since she last testified, the substance abuse treatment center for women, Miracle Manor, has closed. However, the program model, emphasizing women and child-centered care, is a good model. Illinois uses this model in its program, Project Safe. Urged the state to look at better ways to fund programs so that all women and children can receive treatment.

13. Mary Pat Randall – Healthy Mothers, Healthy Babies – written testimony

Very concerned about the plight of women and young children in this era of callous budget cuts and unrealistic expectations. Some examples include cuts in hearing and vision screening for children entering school, not enough assistance for women on welfare, cuts in the Children's Special Health Care Services, an increasing infant mortality rate, not enough smoking cessation programs, growing disparities between rich and poor, lack of promotion for breastfeeding, need for funding for quality child care for infants, problems in the perinatal system, proposed cuts for families who adopt children with special needs, and family planning cuts.

14. Jill Warren – Planned Parenthood Northern Michigan – written testimony

Noted that Planned Parenthood of Northern Michigan serves 13,000 patients in 40 counties by providing needed medical care. Concerned that on a daily basis she deals with patients with no health care coverage, cuts in Title X funding, security alerts, hate mail, pharmacists refusing to fill prescriptions, and lack of access to abortion services. Wants the Governor and Commission to know that northern Michigan has additional barriers to provision of adequate health care services because of its geography, its two-tiered economy, and its lack of affordable health insurance for employers.

15. Beverly Christensen – self - written testimony

Believes poverty is the number one women's issue in this country. Ways to alleviate poverty include: 1. scholarships for women who want to go back to school to improve their skills; 2. quality, affordable childcare must be available for young women to return to education and work; 3. birth control should be affordable and accessible for women, and 4. a mentoring program for young mothers is needed.

16. Mary Kavanaugh-Gahn – Legal Services of Northern Michigan – written testimony

Very concerned about the Child Protective Services in the area served by Legal Services of Northern Michigan. Child Protective Services (CPS) workers have not been trained and do not follow standardized risk assessments, as required by the Michigan Department of Human Services. For example, workers may be misinterpreting "failure to protect" legal standards in domestic violence cases. Additionally, the Family to Family program is overly focused on adoption, rather than family reunification.

Attending but not testifying:

17. Kathy Kundrat, Head Start Director – written testimony

Appropriate child care is a major issue. She provided us a chapter from "America's Child Care Problem: The Way Out."

18. Heather Bartlett, Saginaw Chippewa Indian Tribe

19. Jeff Pulk – Old Town Optical

20. Lucille Bagley

21. Jo Bullis, Women's Resource Center

22. A.T. Quick

23. Sgt. Louise Dickerman, Saginaw Chippewa Tribal Police

24. Randie Clawson

25. Rhonda Hacker

26. Jane Hayes, Grand Valley State University

27. Eleanor Tacke, American Association of University Women

Mailed in testimony:

28. Lori Hanna, Education Coordinator, NoCirc of Michigan – written testimony

NoCirc recommends eliminating the millions currently spent by Medicaid on cosmetic surgery, circumcision. NoCirc has model language for Medicaid budget law.

Partnerships and Collaborations

The Michigan Women's Commission views itself as a partnership agency and, as such, relies greatly on the assistance and support of other partners. The following project partnerships deserve our appreciation:

- Office of Governor Jennifer M. Granholm
- Office of Lieutenant Governor John Cherry
- Members of the Michigan Legislature
- Members of the U.S. Congress • Office of the Attorney General • Michigan Department of Civil Rights • Michigan Department of Civil Service
- Michigan Department of Corrections
- Michigan Department of Community Health
- Office of Services to the Aging • Michigan Department of Education • Michigan Department of Information and Technology • Michigan Department of Human Services • Michigan Department of Labor and Economic Growth
- Michigan Department of Management & Budget
- Michigan Department of Natural Resources
- Michigan Department of State • Michigan State Police • Michigan Department of Transportation
- Michigan Department of Treasury • Michigan Economic Development Corporation • Domestic Violence Prevention & Treatment Board • Nokomis Foundation • James A. & Faith Knight Foundation and other organizations, individuals, and agencies too numerous to list.

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County	Political Participation Rank	Employment & Earnings Rank	Social & Economic Rank	Health & Well-Being Rank	Reproductive Rights Rank	Total Overall Rank	Quartile
Gratiot	77	48	50	30	44	75	4
Hillsdale	67	50	44	77	59	64	4
Houghton	72	21	53	60	2	37	2
Huron	36	66	48	59	25	44	3
Ingham	42	1	18	4	49	12	1
Ionia	75	27	24	42	31	39	2
Iosco	39	70	83	79	43	73	4
Iron	33	58	65	82	10	57	3
Isabella	73	11	70	10	58	47	3
Jackson	3	19	33	72	70	26	2
Kalamazoo	32	3	15	31	66	21	1
Kalkaska	25	79	60	54	50	53	3
Kent	18	7	14	24	52	14	1
Keweenaw	1	28	49	17	35	13	1
Lake	47	63	69	23	83	72	4
Lapeer	20	41	17	25	9	16	1
Leelanau	2	9	11	11	27	5	1
Lenawee	40	22	30	22	2	22	2
Livingston	6	12	4	13	1	1	1
Luce	62	67	75	45	60	65	4
Mackinac	79	25	51	74	42	80	4
Macomb	21	26	20	49	40	23	2
Manistee	48	81	59	63	77	71	4
Marquette	30	29	19	33	13	20	1
Mason	57	36	34	47	62	41	2
Mecosta	63	40	77	3	46	38	2
Menominee	64	64	72	19	72	59	3
Midland	15	24	10	22	18	11	1
Missaukee	17	74	45	1	56	27	2
Monroe	22	31	9	32	21	15	1
Montcalm	60	42	63	16	39	35	2
Montmorency	19	83	78	18	47	58	3
Muskegon	44	23	42	70	69	50	3
Newaygo	41	65	64	64	37	55	3
Oakland	12	12	2	28	20	4	1
Oceana	55	38	73	14	45	31	2
Ogemaw	43	30	82	73	32	43	3
Ontonagon	83	76	46	71	7	79	4
Osceola	37	44	79	20	64	48	3
Oscoda	65	82	80	36	36	68	4
Otsego	74	62	23	12	22	32	2
Ottawa	14	13	6	6	11	6	1
Presque Isle	82	78	74	34	79	83	4
Roscommon	49	68	62	80	23	67	4
Saginaw	31	39	47	76	53	49	3
Sanilac	52	72	67	38	38	51	3
Schoolcraft	78	61	12	78	57	81	4
Shiawassee	26	33	29	41	29	25	2
St. Clair	53	53	35	51	30	33	2
St. Joseph	69	51	56	53	54	60	3
Tuscola	59	47	22	21	55	30	2
Van Buren	58	16	16	52	51	29	2
Washtenaw	24	5	1	9	28	2	1
Wayne	66	20	58	58	81	69	4
Wexford	29	49	52	48	33	34	2

For more information, see the entire report at www.michigan.gov/mdcr.

Number of copies printed: 350
Total cost: \$328.11
Cost per copy: \$0.94
Published: April 2006

